

## Women in the Economy Commission Meeting - Minutes

September 14, 2016

2:00 PM to 4:00 PM

House Room 25

**Commission:** Rep. Rebecca Chavez-Houck, Rep. Becky Edwards, Sen. Luz Escamilla, Sen. Deidre Henderson, Judy Barnett, Kathy Bounous, Melissa Freigang and Anne Burkholder

**Excused:** Ann Marie Wallace, Judy Barnett, Kathy Bounous, Sen. Deidre Henderson and Jennifer Robinson

**Staff Support:** Shelle Allinson

**Attendees:** Rep. Angela Romero, Stephanie Pitcher, Tracy Gruber

AGENDA	DISCUSSION	RECOMMENDATIONS/ACTION
Welcome	Welcome (Rep. Rebecca Chavez-Houck)  The minutes from last meeting are not available so will be deferred until the next meeting for approval.	Deferred to next meeting.
Paid Family Leave Study	Rep. Angela Romero and Stephanie Pitcher presented to the committee regarding HB 188 Paid Family Leave. Bill provides 6 weeks of paid parental leave for State Employees.  Research indicates that paid family leave can reduce infant mortality, allows women more time to breastfeed and recover, reduces worker retention and turnover, increases productivity and company loyalty and produces healthier and happier employees.  Ideas were raised on how to better present the bill to the legislature next week. Need to define the fiscal impact and the economic impact. What are the exact FMLA guidelines? Executive Agencies included need to be better clarified. Have a fiscal analyst at the meeting to answer any fiscal questions. Use back of handout to add social and economic impacts. Talk about it as being a benefit.	Rep. Becky Edwards will forward the resources she looked up.  Melissa Freigang will get with Rep. Romero with other ideas she has.

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Public Police Sub-Committee Update	<p>Anne Burkholder would like to know how many employees of child-bearing age are in the executive branch. And is adoption and grand-parent time included?</p> <p>Sen. Luz Escamilla presented. Committee met on Aug 18 to discuss trends in the workplace regarding gender and wages in UT. Rep. Chavez-Houck would like a strategic plan put together to learn from agencies who are doing well with this already, discuss variables and use them as an example for other agencies.</p> <p>Sen. Escamilla discussed issues for post-partum women and is working on baby boxes. Would like to pilot a program where a community health worker will stay with new mothers and babies to address issues. DOH has listed post-partum depression as a health care crisis.</p> <p>Rep. Chavez-Houck would like Sen. Diedre Henderson to present on her proposal for additional care for women who need inpatient care at the next meeting. Would also like Stephanie Pitcher to talk about other ideas to drop the number of employees of private businesses to reduce the number of employees required to obtain FMLA.</p>	<p>Rep. Romero will come back to the November meeting to discuss.</p> <p>Sen. Escamilla will email and share with the commission. Wants to have agencies respond with a plan based on experience and education to close the gender gap. She will report as she gets more data.</p> <p>Sen. Escamilla working on getting a policy in place and piloting a program.</p> <p>Rep. Chavez-Houck would like Sen. Escamilla to keep the commission informed and present the drafts to the commission when ready.</p>
IGP Update	<p>Tracy Gruber with DWS presented. IGP is preparing to release a report at the end of this month which will include all new data. Highlights four areas: childhood development, education, health and family economic stability. Ten rural counties were identified as having the largest number of children at risk of remaining in poverty. Local level data was developed and shared with local leaders. The Lt Governor and Jon Pierpont, Executive Director of DWS, have visited all ten areas and are encouraging them to apply for planning grants to help develop plans to align with the goals adopted by the Intergenerational Welfare Reform Commission.</p>	<p>Grants have just been submitted, should be awarded next week.</p> <p>Tracy Gruber will come back and share data with the commission once the report is released.</p>

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<p>Research Committee and Communications Committee Update</p>	<p>Rep. Chavez-Houck would like to look at the likelihood of more affordable housing being put closer to work places and quality schools. Very close to having website ready to go. Just finalizing last touch ups. The initial grant from the Walmart Foundation starts this month and is gathering focus groups together. Second grant proposal made to do survey to provide additional information on women being prepared in the workforce.</p> <p>One position open for a commissioner from a company of 500 or more employees. Provide ideas to Chairs.</p> <p>Chairs would like one last doodle poll made to establish a set meeting time each month.</p>	<p>Rep. Chavez-Houck having Research Committee contract an individual to do the research related to post-secondary education.</p> <p>Deferred to next meeting.</p> <p>Rep. Chavez-Houck and Shelle to work on that.</p>

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